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NO CHANGE in Class

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Class. CHANGED TO: TS S C

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MEMORANDUM FOR: Director of Training

SUBJECT : Weekly Report #38  
Assessment and Evaluation Staff  
17-23 September 1958

1. The ACC has now had three runnings. Certain points seem worth noting.

a. The level of competence to which students are brought as a result of attending the ACC appears to have settled down to qualifying them as being ready for on-the-job training, not as qualified to immediately proceed to conduct searches on their own.

b. Students initially came predominantly from the DD/P; at the present time, they are coming predominantly from the Office of Security. The course makes no pretense of bringing people to a level of competence which would permit them to inspect the audio surveillance of others or train others to carry on counter-audio surveillance. The question is therefore raised concerning the purpose of the attendance of the Security people. The question is raised only from the viewpoint of possible misinterpretation of the limited scope of competence produced by the ACC.

c. The A&E Staff has been assessing candidates for this class, but there has been no screening since all applicants have been accepted.

d. Those in charge of the instruction of this course are placed in a dilemma. Within the limits of the course, they cannot train the general run of case officers to meet necessary standards to conduct searches on their own. On the other hand, there has been no selection in the people assigned to the course.

e. Some of the issues involved above should be resolved by proper authority. There appear to be at least three alternatives. One, the course could remain as it is at present,

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DD5 but only those with the proper background and abilities be accepted. In other words, a real selection program be instituted. Secondly, the present course could be supplemented by some kind of "on-the-job training" experience, given domestically in safe houses, etc. Thirdly, field supervisors who are competent in this specialty could provide the necessary supervision in field stations. TK

2. Preliminary plans for the internal part of the investigation of automation in training have been prepared and are ready to be discussed with the DTR and C/OS.

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change in the weighting of certain part scores, the removal of one part, and the shortening of several others.

DD5 4. One of the research projects in which the A&E Staff is engaged is a study of the relationships between psychological test scores, particularly on scales of vocational interests and job attitudes, and membership in major Agency job groups. Several job groups have been identified and differences among these groups in individual scores and in combinations of scores have been evaluated. Job families studied so far include economic analysis, intelligence production, general operations, PP operations, FI operations, personnel, security, logistics, and accounting; and it is planned to extend the study to communications, engineering, administration, and CE operations. Results so far indicate that the groups do differ, largely in expected directions, in their measured interests and their attitudes toward working conditions, thus providing empirical support for the use of these scores in assessment for career guidance and placement purposes. Because of the large numbers of both test scores and job groups involved, routine combination of the scores into descriptive indices for individuals is not now practical. However, in view of the encouraging nature of the results so far, it is planned to make a more complete analysis, which will provide results which can be utilized in the additional IBM equipment now on order to provide such information on individual cases. Assessment psychologists will then have a more precise basis for evaluating an individual's interests and job attitudes in comparison with the interests and attitudes expressed by men already in the kinds of jobs for which he is being considered.

5. In accordance with DD/S Notice 25-100-2, training evaluations for DD/S career designees, assigned to the DD/P, are now being sent through the DD/S training officers. This has a

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particularly useful advantage for JOT management: all training evaluations for JOT's will now be sent through the JOT office, regardless of the office initiating the training request. The JOT office will then advise the desk concerned as part of its normal supervisory activity.

6. JOT Training Program: The four "learning" exercises designed for the JOT/IOC program were uniformly well received by the students in the current IOC. In their critiques, all students reported that two of the exercises were helpful, and most students (75-80%) found the other two helpful. Their suggestions and their performance on the exercises are being summarized for guidance of the instructors in improving and using the exercises. These instances represent evidence of our effort to find out what students are learning for the students' and the instructors' benefit, rather than that of the supervisor.

7. C/AB met with [ ] of the Office of Personnel to discuss A&E information on four applicants for positions in the Office of Communications. This marks the implementation of a service arrangement with the Office of Communications to review A&E information on all applicants for technical and professional positions in that office.

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8. The Medical, Security, Personnel, Training Overseas Assignment Review Panel is now meeting on an every other week basis, rather than on a weekly basis.

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Chief, Assessment and Evaluation Staff

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